

Results of the 1997 Navy Equal Opportunity Sexual Harassment (NEOSH) Survey



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Executive Summary

The 1997 Navy Equal Opportunity/ Sexual Harassment (NEOSH) Survey

The 1997 NEOSH Survey assessed the experiences of active-duty Navy personnel regarding equal opportunity (EO) and sexual harassment (SH) issues. The survey was initially implemented in 1989 based on a recommendation from the 1988 CNO's Study Group on EO in the Navy. The 1997 NEOSH Survey was similar to past NEOSH Surveys that have been administered biennially since 1989.

The 1997 NEOSH was administered to a stratified random sample of 14,453 active-duty officers and enlisted personnel from December 1997 to March 1998. After subtracting out nondeliverables and those with incomplete demographic data, the 5,525 analyzed surveys represent an adjusted response rate of 45%, an increase of 5 percentage points since the 1995 survey. The margin of error ranged from +/- 2% for officers and enlisted groups to +/-6% for smaller subgroups (e.g., Hispanic women officers). The surveys were anonymous and were mailed to members' duty stations around the world.

This briefing package summarizes the data from the 1997 NEOSH Survey with comparisons provided to the previous NEOSH Surveys as appropriate. The package is divided into several parts. Part 1 focuses on EO and Part 2 focuses on SH. Good News, Areas of Concern, and Recommendations are presented in this Summary and also in the main briefing package. **To save space for the Web download, only the key briefing slides have been included in the main package. The Good News, Areas of Concern, and Recommendations presented here and in the main package reflect the total findings obtained in the NEOSH Survey analysis.**

Part I: Equal Opportunity (EO)

The first part of the NEOSH Survey contained items related to EO. Respondents were asked whether they had received EO-related training and their knowledge of the Navy's CMEOP program. EO climate was assessed by items that were

grouped into 10 subject areas called modules. As in the past, the survey contained the following EO modules: Assignments, Training, Leadership, Communication, Interpersonal Relations (Discrimination), Grievances, Discipline, Performance Evaluation, Promotions/Advancement, and General Issues/Navy Satisfaction. Additionally, respondents were asked a number of questions regarding whether they had been the target of discrimination. Overall, the results indicated both good news and areas for improvement.

EO Good News

- Consistent positive findings obtained on all items assessing EO programs and training
- Since 1991, significant increases in awareness and understanding of CMEQ, and higher attendance at NR&R, Fraternization, and SH training have been obtained
- As in previous years, all groups had positive perceptions of Navy's EO climate
- Significant positive trends in EO climate perceptions obtained for white male officers and enlisted, and white and black women officers
- The percentage of black officers experiencing negative racial/ethnic comments significantly decreased

EO Areas of Concern

- As in previous NEOSH Surveys, discipline items continue to produce largest racial/ethnic gaps in EO climate perceptions
- Despite gains, black women continue to have the least positive EO climate perceptions of all groups surveyed
- Although the racial/ethnic gaps obtained for the Interpersonal Relations (discrimination) module have decreased, they still remain among the largest on the NEOSH Survey

- Rates of some racial discrimination behaviors such as negative comments and offensive jokes remain high among enlisted minorities

Part II: Sexual Harassment (SH)

The SH section of the NEOSH Survey asked respondents about SH experiences, actions they took, and outcomes of the experience. It also asked respondents their perceptions about the organizational climate in regards to SH. The key indicator, the overall rate of SH, has decreased significantly since 1991 for female enlisted, female officers, and male enlisted. The percentage reporting SH during the past year were: 23% female enlisted, 13% female officers, 3% male enlisted, 1% male officers. Again, there is good news along with indicators of areas for improvement.

SH Good News

- Significant decrease in percentage of all respondents who believe that SH is a problem in the Navy
- SH rates continue to decline
- All forms of SH behaviors are decreasing - largest decreases found for "hostile environment" behaviors
- Alcohol is not involved in the majority of SH incidents
- Significant increase in percentage of female enlisted who said they solved the SH problem by their actions
- Significant decrease in report of gender discrimination by female enlisted

SH Areas of Concern

- SH rate for junior female officers not showing downward trend in 1997

- Higher rates of harassment of female officers by one person – harder to corroborate
- Increased percentage of women report harassment by higher-level supervisors
- Confidence in the complaint system continues to be a concern
- Thirty-six percent of female enlisted and 28% of female officers report experiencing gender discrimination during the past 12 months

Recommendations

- Continue vigilant approach to addressing EO/SH issues; complacency due to positive 1997 survey findings may result in good news evaporating
- Publicize survey results through Navy-wide messages, Navy media, publications, and through World Wide Web sites
- Develop and distribute high quality posters that emphasize new and positive aspects of Navy's EO/SH programs
- Integrate survey results with Navy-wide EO and SH training, and into service-specific training for Equal Opportunity Advisors at DEOMI
- Include survey results at PCO/PXO courses and at other key training points in Navy's leadership continuum
- Brief SH and gender results to SECNAV Standing Committee on Women in the DON
- Expand current training to include racial/ethnic/gender discrimination, and abuse of power issues
- Focus attention in SH training to one-on-one harassment and how to handle it
- Emphasize supervisors' special responsibility in eliminating SH

- Explore putting additional safety checks on current EO and SH complaints
- Improve quality of training of supervisors on complaint and investigation process

Survey Administration

Surveys Mailed	14,443
Nondeliverables	1,535
Surveys Returned	5,841
Surveys Analyzed	5,525*
Adjusted Response Rate	45%

NEOSH Response Rates

1989	1991	1993	1995	1997
60%	48%	41%	40%	45%

Note: * The sampling error was $\pm 2\%$ for enlisted and officers and $\pm 6\%$ or less for other subgroups.
316 returned surveys did not contain sufficient demographic data to be included in the main analysis or were returned after the survey field was closed.

Programs and Training

Enlisted Percent “Yes”

	1991	1993	1995	1997
Command has CMEO Program	51%	61%	70%	73%*
Understand CMEO Program	50%	62%	66%	70%*
Received EO Training at this Command	-----	-----	-----	74%
Attended NR&R Training at this Command	67%	83%	81%	78%*
Attended Fraternization Training at this Command	71%	86%	89%	90%*
Received Sexual Harassment Training at this Command	75%	95%	95%	92%*

Note: * Statistically significant trend ($p < .01$).

Programs and Training

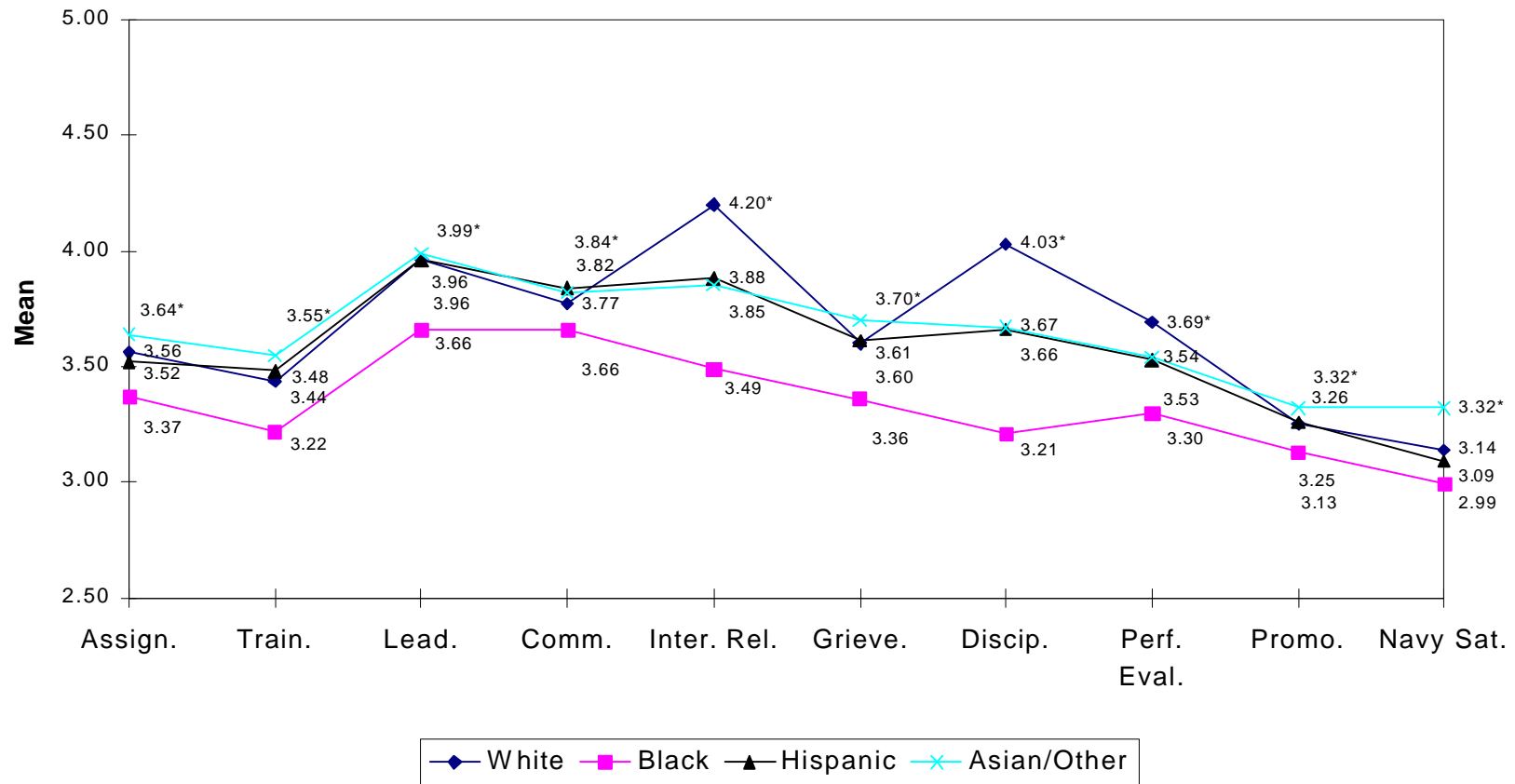
Officers

Percent “Yes”

	1991	1993	1995	1997
Command has CMEO Program	77%	81%	86%	86%*
Understand CMEO Program	71%	80%	86%	86%*
Received EO Training at this Command	-----	-----	-----	78%
Attended NR&R Training at this Command	57%	70%	72%	74%*
Attended Fraternization Training at this Command	66%	79%	89%	84%*
Received Sexual Harassment Training at this Command	73%	91%	93%	88%*

Note: * Statistically significant trend ($p < .01$).

Module Means for Enlisted by Racial/Ethnic Group

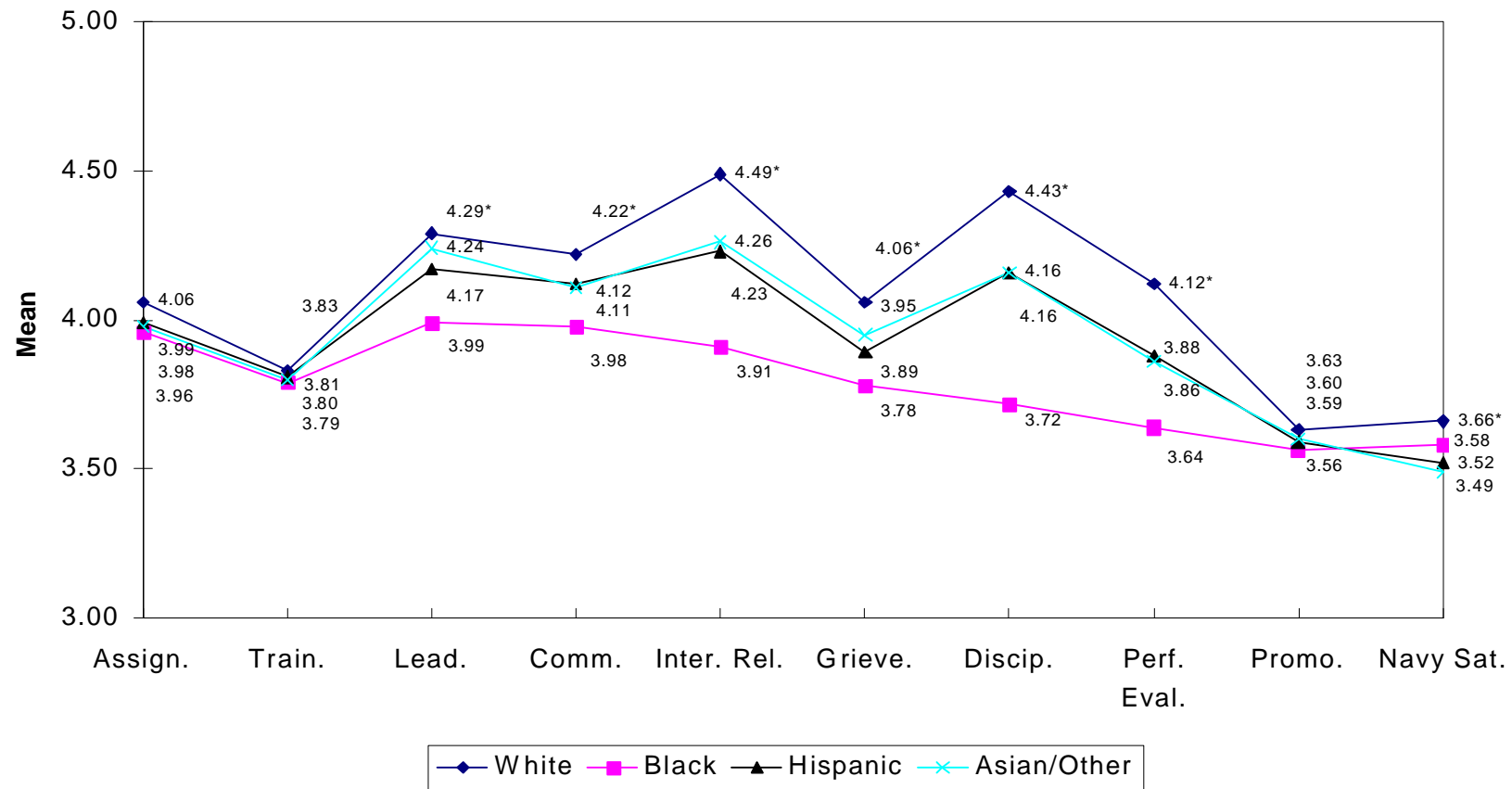


Note: Data based on response scales that ranged from 1 = strongly disagree to 5 = strongly agree.

Only part of the scale is shown.

* Statistically significant difference ($p < .01$).

Module Means for Officers by Racial/Ethnic Group



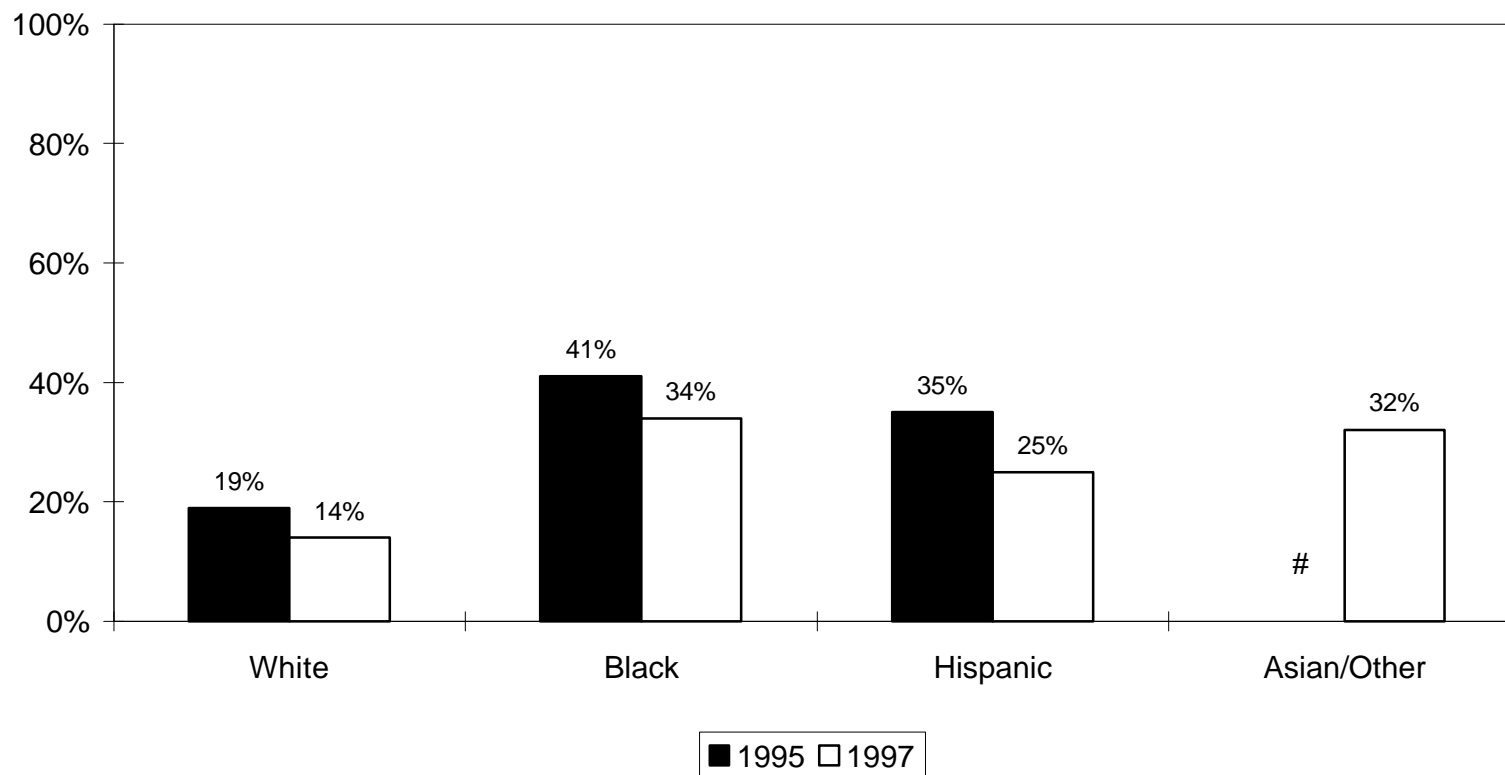
Note: Data based on response scales that ranged from 1 = strongly disagree to 5 = strongly agree.

Only the positive end of the scale is shown.

* Statistically significant racial/ethnic differences ($p < .01$).

Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months

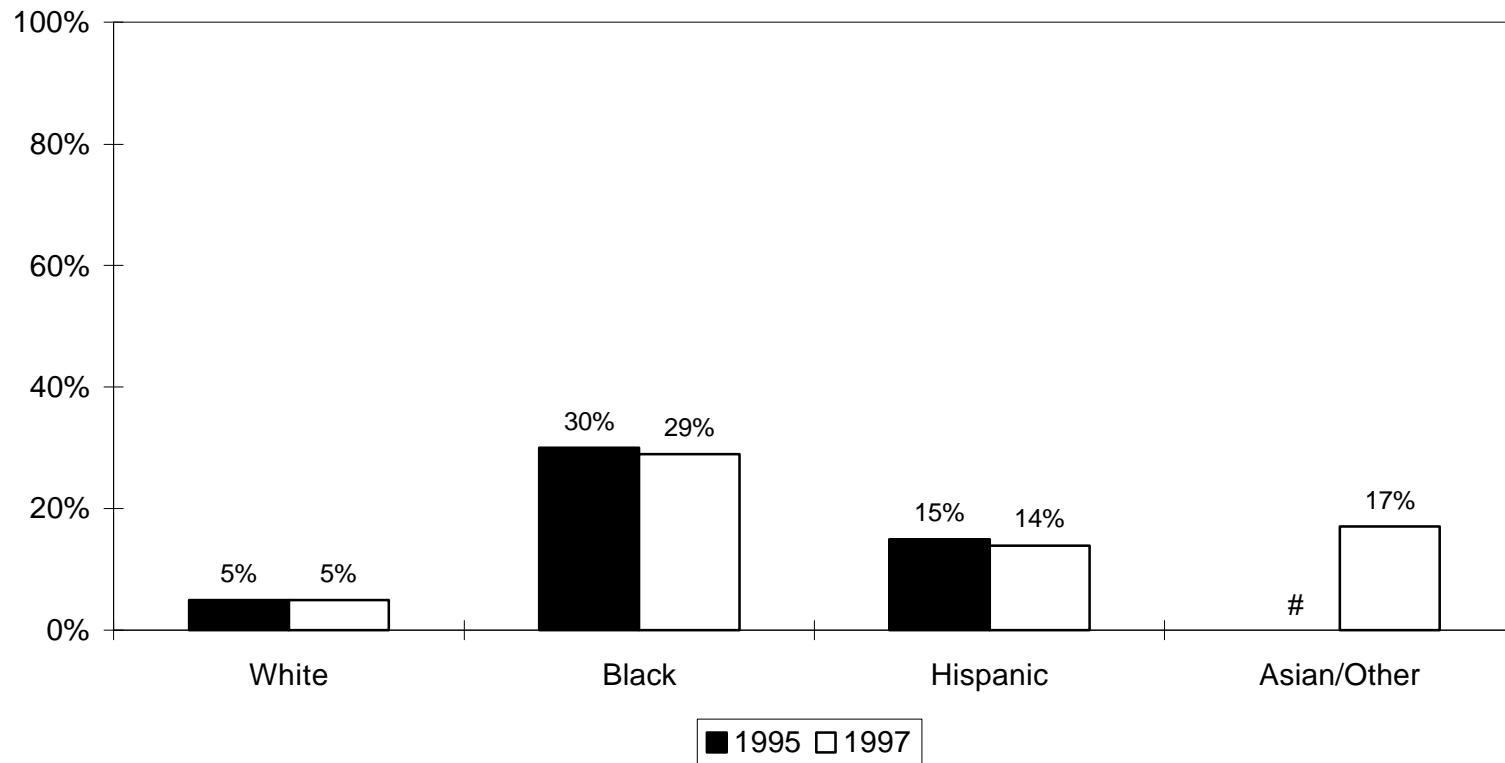
Enlisted Respondents



Note: # Asian/Other data not available for 1995.

Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months

Officer Respondents



Note: # Asian/Other data not available for 1995.

Racial/Ethnic Discrimination Behaviors

White Respondents

Percent "Yes"

	<u>Enlisted</u>			<u>Officer</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	18%	22%	16%	6%	6%	4%
Offensive jokes	13%	14%	13%	2%	4%	4%
Ignored by others	12%	15%	14%	4%	5%	3%
Given menial jobs	11%	15%	12%	2%	2%	2%
Not asked to socialize	5%	6%	7%	3%	3%	2%
Denied potential reward/benefit	4%	7%	8%*	1%	2%	2%
Physically threatened	7%	7%	4%	1%	1%	0%
Physically assaulted	2%	3%	2%	0%	0%	0%

Note: * Statistically significant trend ($p < .01$).

Racial/Ethnic Discrimination Behaviors

Black Respondents

Percent "Yes"

	<u>Enlisted</u>			<u>Officer</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	36%	39%	31%	31%	22%	20%*
Offensive jokes	32%	34%	30%	22%	18%	15%
Ignored by others	24%	24%	21%	23%	20%	22%
Given menial jobs	25%	25%	23%	12%	9%	12%
Not asked to socialize	12%	13%	10%	13%	11%	13%
Denied potential reward/benefit	15%	14%	20%	11%	8%	9%
Physically threatened	8%	8%	5%	1%	2%	2%
Physically assaulted	3%	4%	2%	1%	0%	0%*

Note: * Statistically significant trend ($p < .01$).

Racial/Ethnic Discrimination Behaviors

Hispanic Respondents

Percent "Yes"

	<u>Enlisted</u>			<u>Officer</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	36%	37%	31%	18%	14%	16%
Offensive jokes	38%	35%	33%	16%	14%	15%
Ignored by others	18%	22%	18%	10%	8%	9%
Given menial jobs	20%	19%	18%	6%	7%	7%
Not asked to socialize	9%	8%	8%	4%	6%	4%
Denied potential reward/benefit	11%	12%	14%	7%	5%	5%
Physically threatened	6%	11%	6%*	2%	1%	1%
Physically assaulted	3%	6%	4%	1%	0%	0%

Note: * Statistically significant trend ($p < .01$).

Racial/Ethnic Discrimination Behaviors

Asian/Other Respondents

Percent "Yes"

	<u>Enlisted</u> 1997	<u>Officer</u> 1997
Negative Comments	23%	15%
Offensive jokes	27%	13%
Ignored by others	18%	10%
Given menial jobs	14%	7%
Not asked to socialize	6%	6%
Denied potential reward/benefit	12%	5%
Physically threatened	6%	1%
Physically assaulted	2%	0%

Equal Opportunity: Summary

Positive Findings

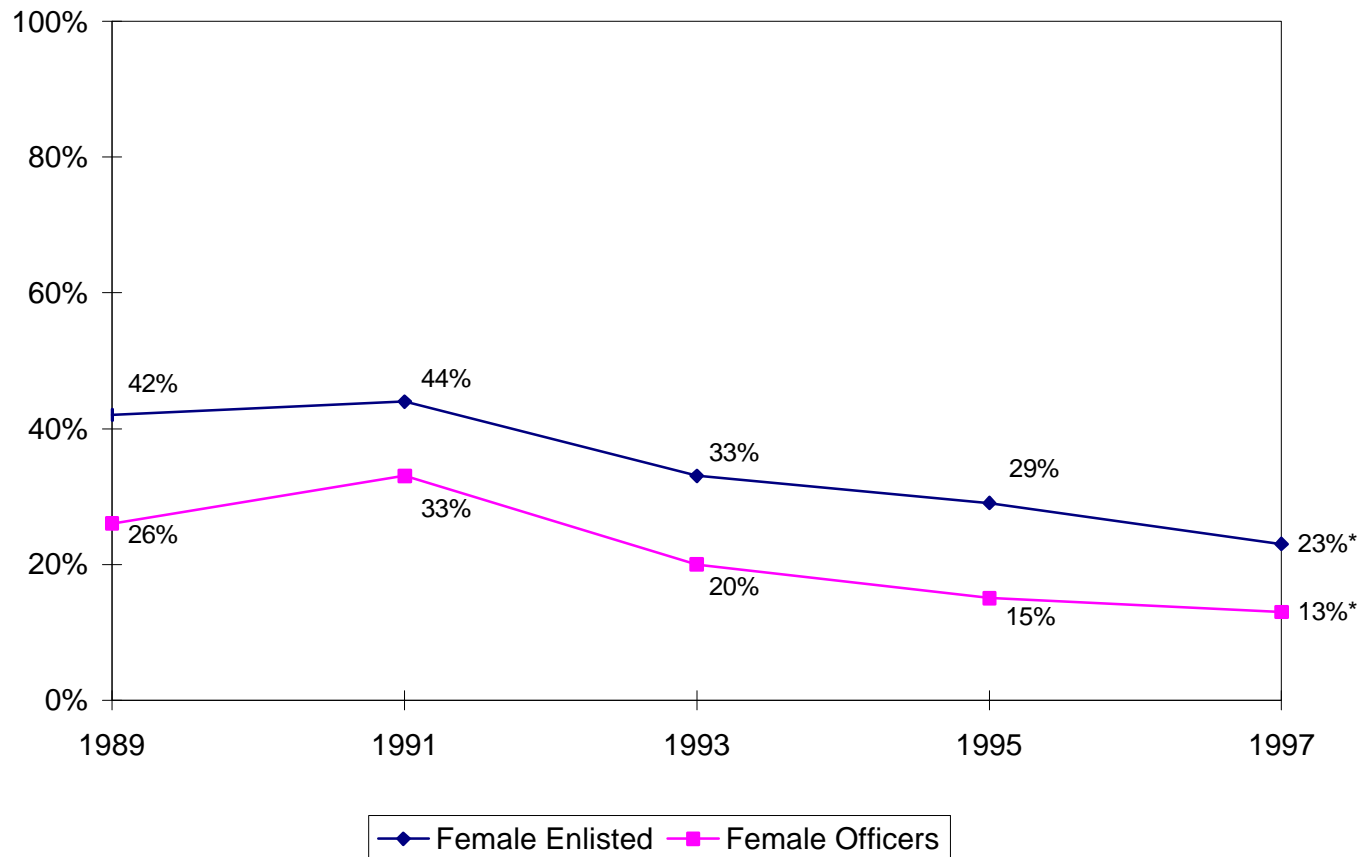
- Consistent positive findings obtained on all items assessing EO programs and training
- Since 1991, significant increases in awareness and understanding of CMEO, and higher attendance at NR&R, Fraternization, and SH training have been obtained
- As in previous years, all groups had positive perceptions of Navy's EO climate
- Significant positive trends in EO climate perceptions obtained for white male officers and enlisted, and white and black women officers
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Equal Opportunity: Summary

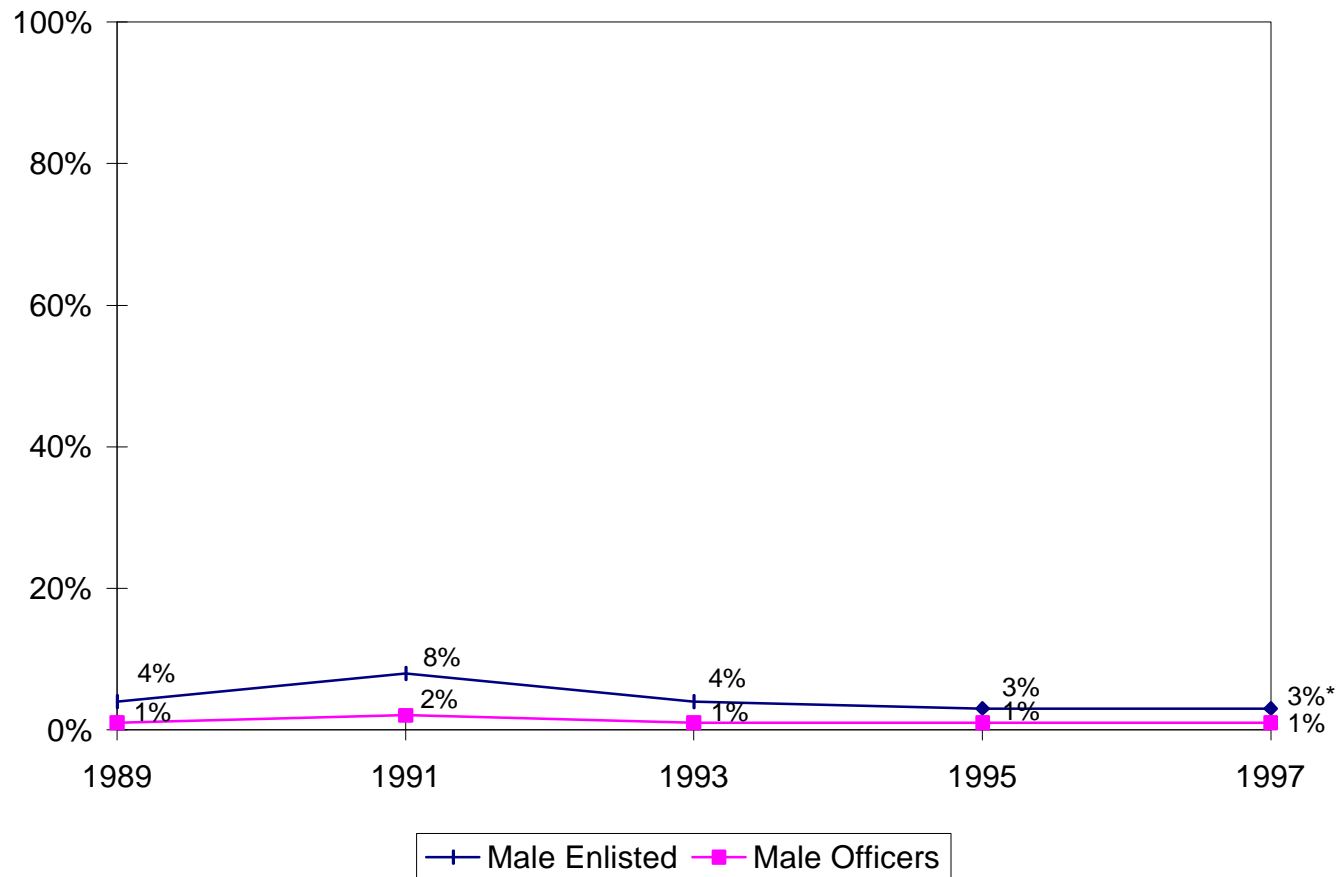
Areas for Improvement

- As in previous NEOSH Surveys, discipline items continue to produce largest racial/ethnic gaps in EO climate perceptions
- Despite gains, black women continue to have the least positive EO climate perceptions of all groups surveyed
- Although the racial/ethnic gaps obtained for the Interpersonal Relations (discrimination) module have decreased, they still remain among the largest on the NEOSH Survey
- Rates of some racial discrimination behaviors such as negative comments and offensive jokes remain high among enlisted minorities

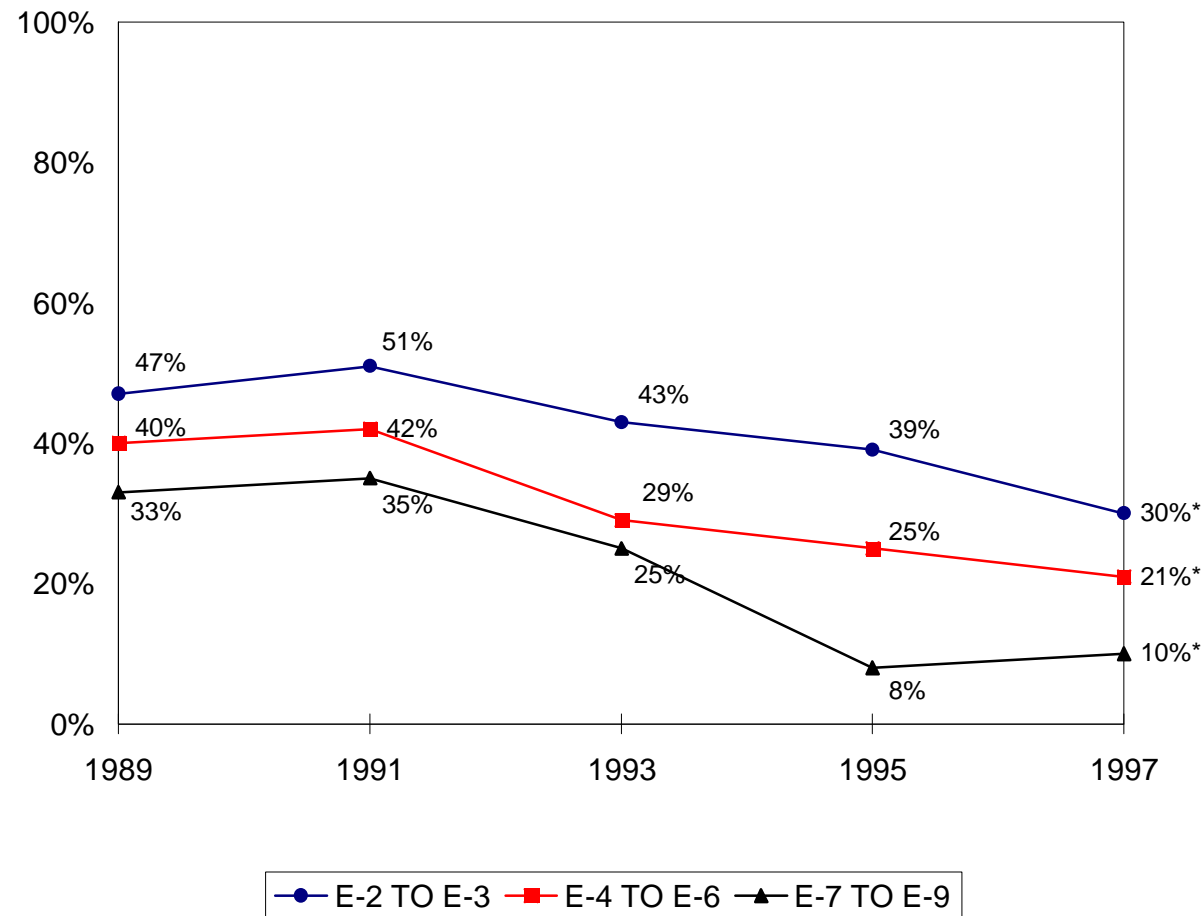
Percentage of Women Who Said They Were Sexually Harassed During the Past Year



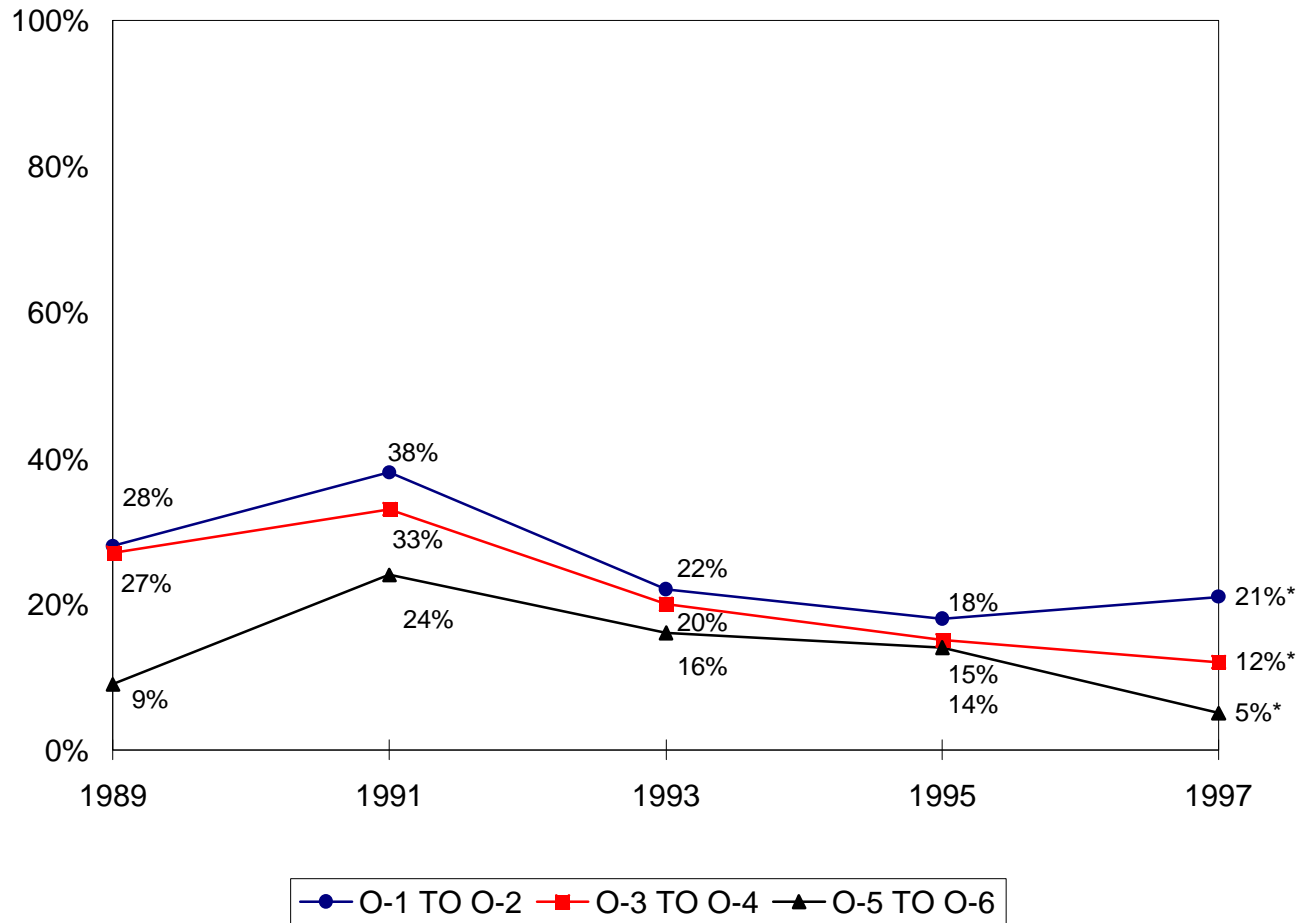
Percentage of Men Who Said They Were Sexually Harassed During the Past Year



Female Enlisted Who Said They Were Sexually Harassed by Paygroup



Female Officers Who Said They Were Sexually Harassed by Paygroup



Where SH Occurred (1997)

	Female Enlisted	Female Officers
In my work area	61%	52%
In billeting/BEQ/BOQ	33%	2%
On ship	20%	15%
In the base club(s)	13%	10%
In the fitness center/gym	11%	9%
In the chow hall/base dining facility	10%	5%
Some other location	34%	42%

Note: This was a new question on the 1997 survey. Multiple responses allowed.

Was Alcohol Involved in the SH (1997)

	Female Enlisted	Female Officers
No	79%	89%
Yes, harasser had been drinking	18%	9%
Yes, I had been drinking	0%	0%
Yes, both of us had been drinking	3%	2%

Note: This was a new question on the 1997 survey.

SH Behaviors Experienced During the Past Year

Female Enlisted

	1989	1991	1993	1995	1997
Sexual teasing, jokes	39%	45%	38%	30%	22%*
Sexual looks, staring	37%	43%	38%	29%	23%*
Sexual whistles, calls	36%	40%	32%	24%	18%*
Deliberate touching	29%	32%	25%	20%	16%*
Pressure for dates	27%	30%	23%	20%	14%*
Letters, phone calls	17%	16%	14%	10%	8%*
Pressure for sexual favors	14%	17%	12%	11%	8%*
Stalking or invasion of residence	**	**	6%	5%	5%
Actual or attempted rape/assault	6%	6%	6%	4%	4%

Note: Multiple responses allowed.

* Statistically significant trend ($p < .01$).

** Item not on the survey.

SH Behaviors Experienced During the Past Year

Female Officers

	1989	1991	1993	1995	1997
Sexual teasing, jokes	23%	31%	19%	14%	12%*
Sexual looks, staring	18%	24%	16%	12%	11%*
Sexual whistles, calls	17%	19%	14%	9%	7%*
Deliberate touching	13%	13%	7%	5%	6%*
Pressure for dates	10%	9%	6%	5%	5%*
Letters, phone calls	6%	9%	3%	4%	4%*
Pressure for sexual favors	3%	3%	2%	2%	1%
Stalking or invasion of residence	**	**	1%	2%	1%
Actual or attempted rape/assault	1%	1%	0%	1%	0%*

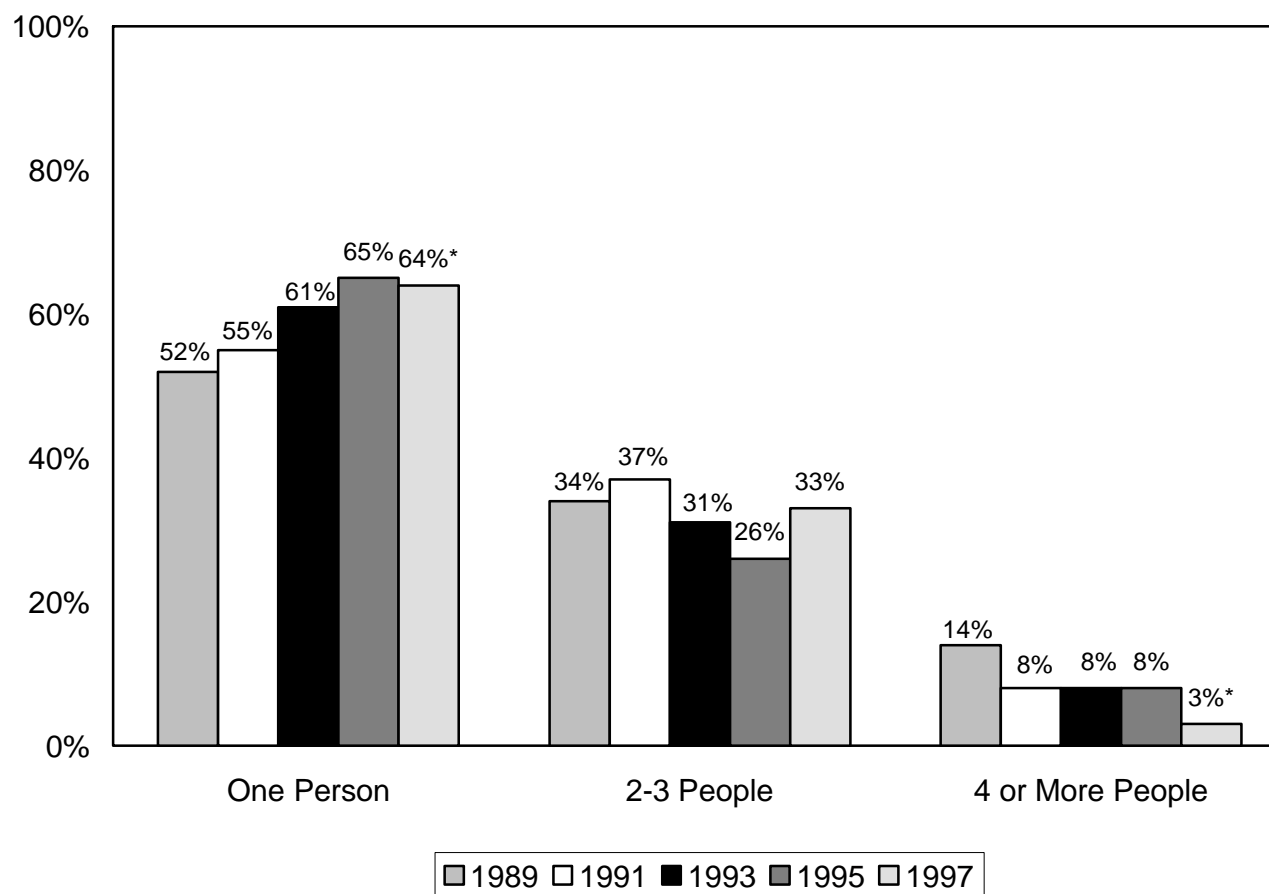
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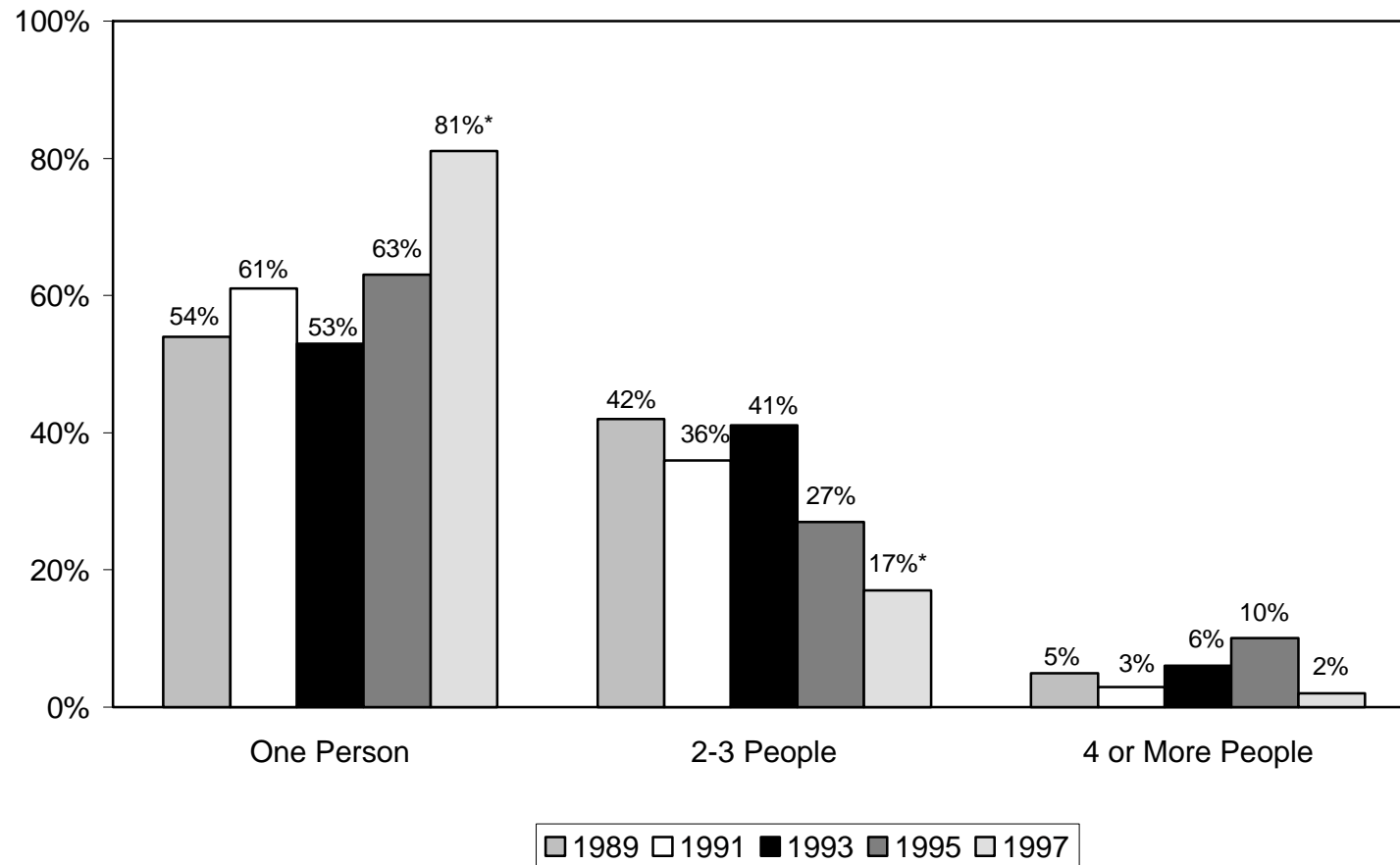
How Many People Harassed You?

Female Enlisted

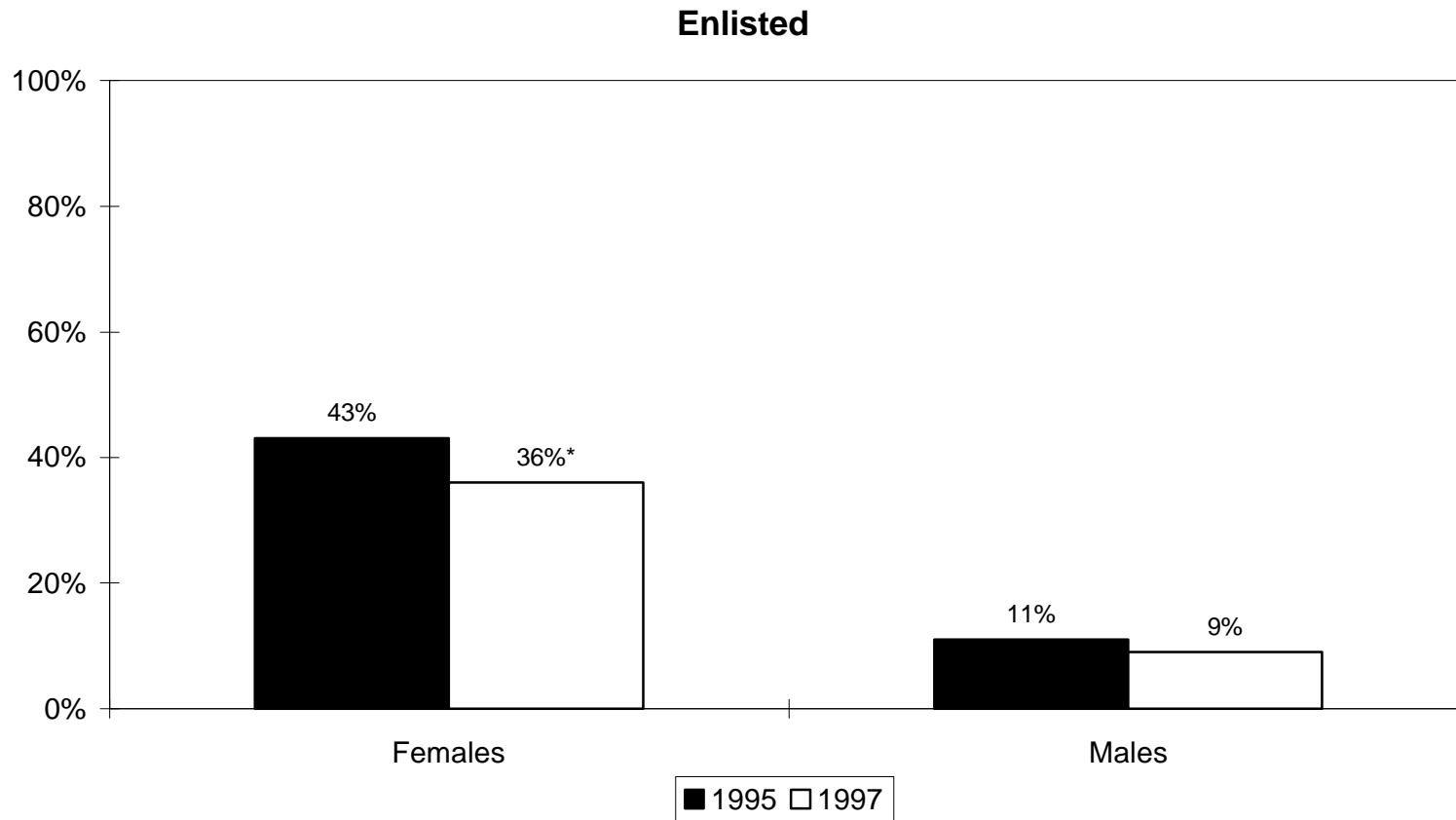


How Many People Harassed You?

Female Officers



Percentage Who Experienced Gender Discrimination During the Past 12 Months



Note: * Statistically significant difference ($p < .01$).

Gender Discrimination Behaviors

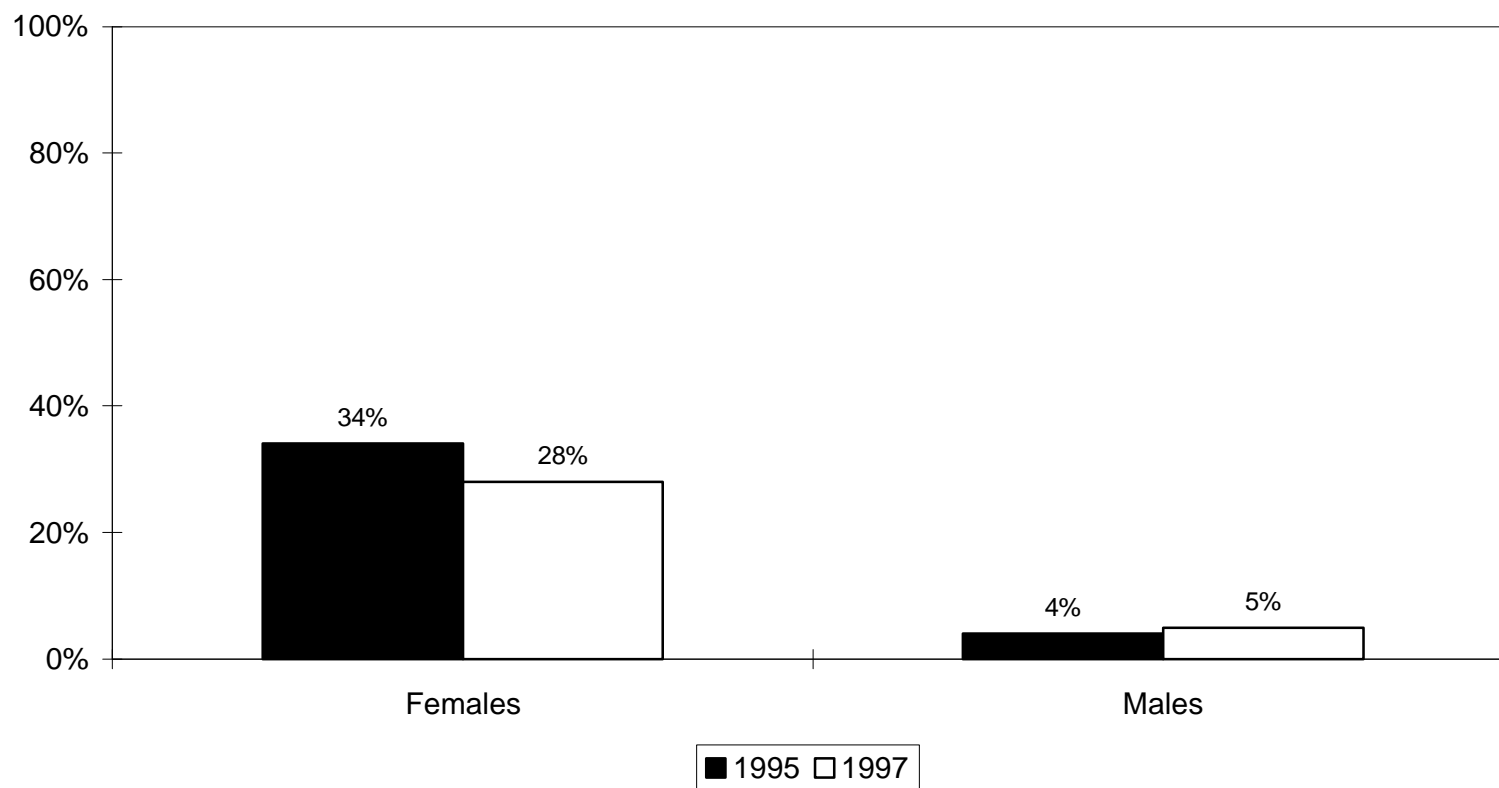
Enlisted
Percent "Yes"

	<u>Males</u>			<u>Females</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	9%	12%	8%	44%	43%	34%*
Offensive jokes	7%	9%	8%	35%	35%	31%
Ignored by others	5%	9%	8%*	18%	21%	17%
Given menial jobs	6%	9%	8%	20%	24%	18%*
Not asked to socialize	2%	3%	2%	10%	13%	11%
Denied potential reward/benefit	4%	5%	7%*	9%	8%	10%
Physically threatened	2%	3%	2%	6%	5%	4%
Physically assaulted	1%	2%	1%	5%	4%	3%

Note: * Statistically significant trend ($p < .01$).

Percentage Who Experienced Gender Discrimination During the Past 12 Months

Officers



Note: No statistically significant differences found ($p < .01$).

Gender Discrimination Behaviors

Officers

Percent "Yes"

	<u>Males</u>			<u>Females</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	6%	4%	3%*	36%	33%	25%*
Offensive jokes	4%	3%	3%	30%	24%	19%*
Ignored by others	2%	3%	1%*	19%	21%	14%*
Given menial jobs	2%	2%	2%	11%	10%	12%
Not asked to socialize	1%	3%	1%*	12%	16%	11%
Denied potential reward/benefit	2%	2%	2%	8%	5%	8%
Physically threatened	1%	1%	0%*	0%	3%	1%*
Physically assaulted	0%	0%	0%	0%	1%	1%

Note: * Statistically significant trend ($p < .01$).

Sexual Harassment: Summary

Good News

- SH rates continue to decline
- All forms of SH behaviors are decreasing - largest decreases found for "hostile environment" behaviors
- Decrease in percentage of female officers who believe that SH is a problem in the Navy
- Alcohol is not involved in the majority of SH incidents
- Significant increase in percentage of female enlisted who said they solved the SH problem by their actions
- Significant decrease in report of gender discrimination by female enlisted

Sexual Harassment: Summary

Areas of Concern

- SH rate for junior female officers not showing downward trend in 1997
- Higher rates of harassment of female officers by one person – harder to corroborate
- Increased percentage of women report harassment by higher-level supervisors
- Confidence in the complaint system continues to be a concern
- Thirty-six percent of female enlisted and 28% of female officers report experiencing gender discrimination during the past 12 months

Recommendations

- Continue vigilant approach to addressing EO/SH issues; complacency due to positive 1997 survey findings may result in good news evaporating
- Publicize survey results through Navy-wide messages, Navy media, publications, and through World Wide Web sites
- Develop and distribute high quality posters that emphasize new and positive aspects of Navy's EO/SH programs
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- Include survey results at PCO/PXO courses and at other key training points in Navy's leadership continuum
- Brief SH and gender results to SECNAV Standing Committee on Women in the DON

Recommendations

(continued)

- Expand current training to include racial/ethnic/gender discrimination, and abuse of power issues
- Focus attention in SH training to one-on-one harassment and how to handle it
- Emphasize supervisors' special responsibility in eliminating SH
- Explore putting additional safety checks on current EO and SH complaints
- Improve quality of training of supervisors on complaint and investigation process